



## Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources for future generations.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

## Employee Benefits

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).

## EXEMPT MANAGEMENT RECRUITMENTS

### COMMISSIONER GOLDMARK SEEKS CANDIDATES FOR TOP LEVEL POSITIONS!

#### SALARY RANGES:

Division Manager -Resource Protection up to **\$7666** per month  
Division Manager -Forest Practices up to **\$7666** per month  
Division Manager – Aquatic Resources up to **\$7666** per month  
Region Manager -Pacific Cascade up to **\$7666** per month  
Region Manager – SE Region up to **\$7666** per month

#### LOCATIONS:

Olympia, Washington  
Castle Rock, Washington (Pacific Cascade Region)

#### CLOSING DATE:

Open until filled

#### POSITION PROFILES:

The Washington State Department of Natural Resources (DNR) seeks natural resource leaders with management level skills. We are looking for candidates that can provide vision and leadership to key agency programs on natural resource issues impacting the state of Washington.

For a description of each position and the preferred qualifications please see the corresponding links below:

[Division Manager Resource Protection](#)  
[Division Manager Forest Practices](#)  
[Region Manager Pacific Cascade Region](#)  
[Region Manager SE Region](#)  
[Division Manager Aquatic Resources](#)

#### APPLICATION PROCESS

To be considered for these positions please submit:

- **A letter of interest** describing how your experience and qualifications relate to that position. Please indicate specifically which position(s) you want to be considered for and how you learned of this opportunity.
- **Resume**
- At least 4 professional **references**, including at least one reference from a current and former supervisor, one from a peer, and one from a subordinate.
- An online **voluntary Applicant Profile Questionnaire**. *(This form is not required it is voluntary. Please submit it online. Please do **not** submit with application materials).*
- **Note:** Applicants for our recent Deputy Supervisor Aquatics & Agency Resources need not re-apply they will automatically be considered.

See further instructions below:

Submit all materials to:

**Electronic method preferred**

**OR**

<ul style="list-style-type: none"> <li>• Optional credit unions and savings bonds.</li> <li>• Optional <a href="#">Deferred Compensation</a> and <a href="#">Dependent Care Assistance</a> programs.</li> </ul> <p>Join our job announcement mailing list and view all current job opportunities. Visit: <a href="#">DNR Jobs</a></p> <p>This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.</p>	<table border="1"> <tr> <td data-bbox="673 157 1185 289"> <a href="mailto:dnrrcruiting@dnr.wa.gov">dnrrcruiting@dnr.wa.gov</a> </td><td data-bbox="1185 157 1567 289"> Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033 </td></tr> <tr> <td colspan="2" data-bbox="673 289 1567 483"> <p><b>NOTE: Please indicate in the subject line of your e-mail and letter of interest which position you are applying for.</b></p> <p>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</p> </td></tr> <tr> <td colspan="2" data-bbox="673 483 1567 812"> <p>Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at <a href="mailto:DNRRcruiting@dnr.wa.gov">DNRRcruiting@dnr.wa.gov</a>.</p> <p>See details below by position</p> </td></tr> </table>	<a href="mailto:dnrrcruiting@dnr.wa.gov">dnrrcruiting@dnr.wa.gov</a>	Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033	<p><b>NOTE: Please indicate in the subject line of your e-mail and letter of interest which position you are applying for.</b></p> <p>By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.</p>		<p>Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at <a href="mailto:DNRRcruiting@dnr.wa.gov">DNRRcruiting@dnr.wa.gov</a>.</p> <p>See details below by position</p>	
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WASHINGTON STATE DEPARTMENT OF  
**Natural Resources**  
Peter Goldmark - Commissioner of Public Lands



## **DIVISION MANAGER - RESOURCE PROTECTION** **Exempt Position**

### **POSITION PROFILE:**

The Resource Protection Division Manager reports directly to the Deputy Supervisor for Regulatory Programs and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, the successful candidate will provide strategic and tactical oversight to the Resource Protection Division responsible for protecting 12.7 million acres of non-federal (private, state, and tribally-owned) forestland. The programs within the division are as follows:

Wildland Fire Protection  
Wildland Fire Assistance Program  
Fire Prevention Community Assistance  
Small Landowner Assistance  
Forest Health  
Correctional Camps Program

For more detail click on the [Resource Protection Division](#)

Major responsibilities include but not limited to:

- Lead Resource Protection Division staff in developing strategic vision and plans for programs and program delivery.
- Total division staff of 40 and \$78 million dollar biennial budget (to include wildland fire suppression budget).
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.
- Develop and recommend policy and legislative proposals related to Resource Protection.
- Recommend organizational structures related to Resource Protection.
- Monitor program performance on a continuous basis.
- Develop and manage division biennial operating and capital budgets.
- Inform the Commissioner and Executive Team of key issues impacting Resource Protection programs.
- Recommend to Deputy Supervisor and Executive Management positions on "incoming" legislation and other important matters related to Resource Protection program areas.
- Working knowledge of human resource management principles, labor agreements, and personnel rules.
- Ability to work with diverse individuals, public and private organizations.

### **THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with business management practices, organizational development, and employee performance management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working experience with the legislative process.
- Advanced knowledge of principles, practices, and legal requirements for: natural resource/ land management, wildland fire prevention and suppression, emergency and incident management systems and roles, other natural resource protection principles and practices.
- Ability to establish credibility and work with diverse stakeholder groups as well as with internal program and regional staff.
- Knowledge of human resource management principles, labor agreements, and personnel rules.

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## **DIVISION MANAGER – FOREST PRACTICES** **Exempt Position**

### **POSITION PROFILE:**

The Forest Practices Division Manager reports directly to the Deputy Supervisor for Regulatory Programs and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, the successful candidate will provide strategic and tactical oversight to the Forest Practices Division programs responsible for protecting Washington's natural resources:

[For more information on this division](#)

Major responsibilities include but not limited to:

- Lead Forest Practices Division staff in developing strategic vision and plans for programs and program delivery.
- Total division staff of 51 with a \$12 million dollar biennial operating budget.
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.
- Develop and recommend policy and legislative proposals related to Forest Practices.
- Recommend organizational structures related to Forest Practices.
- Monitor program performance on a continuous basis.
- Develop and manage division biennial operating and capital budget.
- Inform the Commissioner and Executive Team of key issues impacting Forest Practices programs.
- Recommend to Deputy Supervisor and Executive Management positions on "incoming" legislation and other important matters related to Forest Practices program areas.
- Working knowledge of human resource management principles, labor agreements, and personnel rules.
- Ability to work with diverse individuals, public and private organizations.

### **THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with business management practices, organizational development, and employee performance management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working Experience with the legislative process.
- Advanced knowledge of principles, practices, and legal requirements for: natural resource/ land management, wildland fire prevention and suppression, emergency and incident management systems, Forest Practices Act and Rules, other natural resource protection principles and practices.
- Ability to establish credibility and work with diverse stakeholder groups as well as with internal program and regional staff.
- Knowledge of human resource management principles, labor agreements, and personnel rules.

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## **DIVISION MANAGER – AQUATIC RESOURCES**

### **Exempt Position**

#### **POSITION PROFILE:**

The Aquatic Resources Division Manager reports directly to the Deputy Supervisor for Aquatic & Agency Resources Programs and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, this position manages the Aquatic Division and is principally responsible for managing over two million acres of state-owned aquatic lands and associated resources. This includes proprietary functions such as leasing, authorizing uses, resource inventories and harvesting, defining ownership and representing the state as a land owner in legal issues and dispute resolution. Responsibility also includes statewide aquatic lands enhancement programs. This position has primary stewardship responsibilities for the aquatic ecosystems in marine and navigable freshwater bodies.

[For more information on this division](#)

Major responsibilities include but not limited to:

- Overseeing development and implementation of, and compliance with, aquatic management policies and procedures.
- Directing, organizing, and managing the Division staff to foster a healthy working environment that includes effective performance management.
- Total division staff of 94, six direct reports, and a biennial budget exceeding \$19 million.
- Ensuring management development and training, performance feedback, workforce diversification, and long-term management vision for the division.
- Providing strong leadership in the development and implementation of the strategic plan and the mission, goals and objectives of the Division and the Department.
- Incorporating the guiding principles of sustainable natural resource management, transparency and public process, and sound science into Division policies and procedures.
- Overseeing professional aquatic and resource management operations including but not limited to: geoduck sales, regional land use planning, aquaculture leases, aquatic land preservation, restoration and clean-up, aquatic land leases and easements, nearshore habitat research and management and dredge disposal program.
- Establishing policies, priorities and coordinating the Division's work plans, in conjunction with the Regions.
- Preparing and monitoring the program's budgets and funding requests.
- Developing and maintaining professional relationships and communications with other divisions, local governments, tribal governments, elected and appointed officials, citizens, businesses, and other public, private and regulatory agencies.
- Review and analyze aquatic resource related legislative bill proposals and participate in preparing and presenting agency-sponsored legislation.
- Ensuring compliance with Federal and State laws and regulations, standards, policies and procedures.
- Inform the Commissioner and Executive Team of key issues impacting Aquatic Resources programs.
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.

#### **THE PREFERRED CANDIDATE WILL HAVE:**

- Bachelor's degree in any environmental or natural resource field, or public administration/policy etc. (advanced degree desirable) and significant management experience preferable in natural resource science or natural resource management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Familiarity with management of aquatic issues; knowledge of current Puget Sound recovery efforts as well as

statewide aquatic issues.

- Excellent verbal, nonverbal, and written communication and listening skills as demonstrated by the ability to resolve conflicts, receive and convey ideas, thoughts and information, write effectively, and communicate persuasively at all levels of the organization and externally.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working Experience with the legislative process.
- Ability to establish credibility and work with diverse stakeholder groups as well as with internal program and regional staff.
- Knowledge of human resource management principles, labor agreements, and personnel rules.

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## **REGION MANAGER – PACIFIC CASCADE REGION** **Exempt Position**

### **POSITION PROFILE:**

The Pacific Cascade Region Manager reports directly to the Department Supervisor and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, the successful candidate will be responsible for administering the field implementation of all DNR activities within eight counties: Thurston, Lewis, Pacific, Wahkiakum, Cowlitz, Clark and Skamania, along with southeast Grays Harbor. The incumbent will be expected to contribute significantly to the development of long term, sustainable, and restorative natural resource policies.

Major responsibilities include but not limited to:

- Operate as the chief agency representative for the Commissioner of Public Lands within the geographic boundaries of the region.
- Provide strategic and tactical oversight for the management of 480,000 acres of state forest, agriculture, aquatic, urban and conservation lands.
- Sustainably-manage state trust lands to generate income for public schools, universities and other trust beneficiaries.
- Provide review and oversight of major regulatory programs: forest practices and wildfire protection on 3.5 million acres of state and private forest land in the region.
- Total region staff of 230, 70 seasonal, 4 direct reports, and \$2.7 million dollar administrative budget.
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.
- Participate in agency strategic planning efforts, develops and implements short and long range strategies for the programs carried out in the region.
- Develop and manage region administrative budget.
- Inform the Commissioner and Executive Team of key issues impacting the agency and region.
- Recommend to Department Supervisor and Executive Management positions on "incoming" legislation and other important matters related to agency and region program areas.
- Establish and maintain networks with stakeholders and work with diverse individuals, public and private organizations.

### **THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working experience with the legislative process.
- Advanced knowledge of the agency's regulatory and land management practices and legal requirements: Forest Practices Act and Rules, resource protection, wildland fire prevention & suppression, state lands, aquatic lands, and habitat conservation.
- Ability to establish credibility and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Working knowledge of human resource management principles, labor agreements, personnel rules, and employment law.

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## **REGION MANAGER – SE REGION Exempt Position**

### **POSITION PROFILE:**

The SE Region Manager reports directly to the Department Supervisor and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, the successful candidate will be responsible for administering the field implementation of all DNR activities within 15 counties: Adams, Asotin, Benton, Chelan, Columbia, Douglas, Franklin, Garfield, Grant, Kittitas, Klickitat, Lincoln, Walla Walla, Whitman, Yakima. The incumbent will be expected to contribute significantly to the development of long term, sustainable, and restorative natural resource policies.

Major responsibilities include but not limited to:

- Operate as the chief agency representative for the Commissioner of Public Lands within the geographic boundaries of the region.
- Provide strategic and tactical oversight for the management of 900,000 acres of state trust lands of which 620,000 acres are agriculture and special use lands.
- Sustainably-manage state trust lands to generate income for public schools, universities and other trust beneficiaries.
- Provide review and oversight of major regulatory programs: forest practices and wildfire protection on 3.5 million acres of state and private forest land in the region.
- Total region staff of 96, 120 seasonal staff, 4 direct reports, and a multi- million dollar administrative budget.
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.
- Participate in agency strategic planning efforts, develops and implements short and long range strategies for the programs carried out in the region.
- Develop and manage region administrative budget .
- Inform the Commissioner and Executive Team of key issues impacting the agency and region.
- Recommend to Department Supervisor and Executive Management positions on “incoming” legislation and other important matters related to agency and region program areas.
- Establish and maintain networks with stakeholders and work with diverse individuals, public and private organizations.

### **THE PREFERRED CANDIDATE WILL HAVE:**

- The knowledge, skills, and abilities to carry out the responsibilities of the position as outlined above.
- A bachelor's degree and significant management experience preferable in natural resource science or natural resource management.
- Working knowledge and experience with public administration, business management practices, organizational development, and employee performance management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working experience with the legislative process.
- Advanced knowledge of the agency's regulatory and land management practices and legal requirements: Forest Practices Act and Rules, resource protection, wildland fire prevention & suppression, state lands, aquatic lands, and habitat conservation.
- Ability to establish credibility and work with diverse stakeholder groups, public, and private organizations as well as within the agency.
- Working knowledge of human resource management principles, labor agreements, personnel rules, and employment law.

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